

Registered number: 1702793

Charity number: 516400

Speke Training and Education Centre Limited

Independently Examined Accounts

FOR THE YEAR ENDED 31/07/2023

Prepared By:

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**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2023**

TRUSTEES

D Hunt
Rev E Cain
W Johnstone (deceased 20 April 2024)
K Lindop
L Lock
S St V Fitzgerald (Chair)
Rev P Saltmarsh (Deputy Chair)
Rev G Morgan
C Lee

SECRETARY

D Hunt

REGISTERED OFFICE

Unit House
Speke Boulevard
Liverpool
L24 9HZ

COMPANY NUMBER

1702793

CHARITY NUMBER

516400

BANKERS

Lloyds Bank plc, Co-operative Bank plc

INDEPENDENT EXAMINER - Julie Guinan FCCA

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**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2023**

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Speke Training and Education Centre Limited

**ACCOUNTS
FOR THE YEAR ENDED 31/07/2023**

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FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/07/2023

The trustees intend that this annual report also serves as the Statutory Directors' Report.

PRINCIPAL ACTIVITIES

The principal activities of the charity in the year under review were the advancement of learning and the relief of poverty.

STRUCTURE GOVERNANCE AND MANAGEMENT

A1 Status and Governance

Speke Training & Education Centre (STEC) is a Registered Charity (516400) and is constituted as a Company Limited by Guarantee (Company No. 1702793). The Council of Management of STEC is comprised of the Trustees of the Registered Charity who also serve as the Directors of the Company Limited by Guarantee. Within this report, the term Trustee also constitutes the term Director and vice versa. Similarly, the terms Company and Charity are treated as one and the same.

The Council of Management holds the primary responsibility for deciding organisational strategy, the adoption of policies and the employment of staff who may deliver and support activities consistent with the objects of the Charity (as set out in Section B). From time to time, the Council of Management recruits new Trustees and the criteria to determine such appointments are based upon the qualities and merits of the applicant in respect of potential or capacity to support the Charity's strategic development or operational continuous improvement.

Collectively, therefore, the Council of Management of Speke Training & Education Centre consists of Trustees / Directors with particular knowledge of:

- The local communities served by STEC - primarily the Speke Garston and Belle Vale wards within South Liverpool - with focus upon evolving demographics
- The Area, its Regeneration and Community Sustainability
- Training and Education
- The Community, Voluntary & Faith Sector
- Social Enterprise
- Anti-Poverty Initiatives

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- Local Economy
- Small Business Support

Trustees have formally declared their eligibility to serve Speke Training & Education Centre both as Directors under the terms of the Companies Act 2006 and as Trustees under the eligibility criteria of the Charity Commission for England & Wales as set out in the Charities Act 2011.

Section B (Objectives and Activities) of this report sets out the charitable objects of STEC. These are summarised as The Relief of Poverty and The Advancement of Learning. In pursuit of these objects, the Council of Management is empowered to:

- Enter into contracts with National or Local Government Departments / Agencies (e.g. Liverpool City Region Combined Authority, Liverpool City Council), Colleges of Further Education, Local Regeneration Partnerships and other facilitative bodies.
- Apply to Trusts and other charitable grant-making bodies for support in delivering programmes of community learning and employability.
- Appoint qualified and competent staff in order to deliver programmes effectively and with quality as determined by the company's policy and practice in employment.
- Deliver a robust programme of continuing professional development in order that employees of the Charity may remain current and skilled whilst pursuing the furtherance of the Charity's objects and at the same time benefit as employees and citizens from the work of the Charity.
- Support the local communities in which the Charity practices through community development and facilitation services, education and employment interventions and environmental improvement projects.
- Promote the wider community, voluntary and faith sector through networking and partnership.
- Contribute to local business growth through the provision of workforce development programmes, managed office space, conference/meeting facilities, ICT support services, business administration, payroll services and employment linkage to assist recruitment.
- Promote the ideals and aspirations of sustainable and inclusive social and economic regeneration.
- Approve, publish, and review policies which comply with legislative and quality requirements and recommendations.

STEC has striven to realise the above charitable aspirations during the financial year August 2022 to July 2023 by delivering:

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- Community Engagement and Support Projects
- Learning & Skills Programmes
- Business Support Services.

Boulevard Business Services Ltd

STEC's subsidiary company, Boulevard Business Services, remained dormant from a trading perspective. STEC owns the entire share capital comprising two £1 ordinary shares. STEC has increased the number of BBS Ltd Directors from the STEC Charity Trustee / Director cohort with the intent of achieving 100% alignment and with a 90% alignment achieved to date.

A2 Structure of Speke Training & Education Centre

Focusing upon the two charitable goals of Advancing Learning and Relieving Poverty, STEC retains a structure with two departments. The first advanced learning through the delivery of Community Learning activities and the second focussed upon Property Services Administration which for STEC delivers Relief of Poverty Initiatives and Social Outcomes through the use of the premises as a Community Anchor Hub - all supported and sustained by a mixed economy tenant and partner cohort

Community Learning broadly divides into three curriculum themes of Employability, Digital Inclusion, and Health & Wellbeing. This is complemented on-site by the delivery of wider curricula offered by partner learning providers (e.g. ESOL)

To advance learning, STEC employed a Head of Curriculum (with Tutorial duties) and two full time tutors around this core. A cohort of sessional specialist tutors allows STEC's curriculum to evolve in order to remain responsive to the needs of the local community and employers.

STEC's operation of a community anchor building offered managed office space for rent or conference facilities for hire. The on-site mixed economy accommodates over twenty-five organisations / activities with the majority of these being charities or not for profit organisations. In addition to Premises Management, STEC has provided Payroll Services to local charities. The rich diversity of community organisations on-site generates a range of social outcomes relieving poverty and improving quality of life for members of local communities which STEC serves (Orchard Food bank, Liverpool Talking Newspaper, The Original Swap Shop, THRED CIC - a user led organisation for adults living with dementia, The Harris Club for the Disabled in Speke, Attitude Performing Arts Group, Speke Community Centre CIO and Forum for Afghan Community Empowerment - FACE) This is designated the STEC Social Space which protects and nurtures local initiatives which would otherwise struggle to serve their respective communities / beneficiary cohorts.

A3 Management

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STEC's organisational structure comprised the Chief Executive, Mark Ord, with overall responsibility for strategy and day to day management of the centre.

The Council of Management met on the basis of a minimum eight-week cycle with meetings scheduled more frequently if required. Council Meetings were furnished with comprehensive Chief Executive's, Head of Curriculum and Finance Reports. However, each Chief Executive's Report cross-referenced to more detailed Appendices. This approach has furnished Trustees with both an explanatory synopsis of activities / performance together with more specific detail facilitating deep-dive scrutiny wherever Trustees deem appropriate.

BUSINESS PLANNING AND RISK ASSESSMENT

A4 Risk Assessment

From the perspective of identification and management of risk, 2022-23 presented different risks to those in previous years with epidemic disruptions caused directly by Covid somewhat diminishing although more unpredictable vicarious impacts upon people and society and upon education provision were experienced.

The Charity invested in continuing improvements within its premises to achieve compliance in the contexts of health and safety, safeguarding and equality. Buildings occupancy is an ever-present consideration with the challenge to ensure that the charity can recover the premises costs.

In STEC's own operational contexts, evolving contracts presented a risk with attention specially focussed upon the final cessation of ESF Support on 31 March 2023 and the transition to UK-funded programmes (at a reduced level) through United Kingdom Shared Prosperity Fund – UKSPF).

In operational contexts one major contractor with its associated partner cohort (including STEC) was heavily engaged in preparation for Ofsted Inspection throughout 2022-23 and another regulatory changes required that STEC should achieve the Matrix Standard for information, advice and guidance. These factors posed direct risks of non-compliance or risks caused by increased pressures upon a small staff cohort.

STEC Trustees' strategy for risk reduction is to increase the diversity of income streams. The strategy has invested in the twin track approach of public sector contract delivery and self-generation of income through social enterprise activities largely based on the premises. Although this strategy seeks to reduce risk and achieve longer-term sustainability Trustees are fully aware that no strategy is without risk - the decade of Austerity and most recently the impact of COVID-19 has highlighted the reality that public sector contracting, social enterprise activities, (and indeed all activities requiring a premises to deliver from) have been impacted by constraints outside of STEC's control, which can undermine endeavours to achieve stability and longer-term sustainment. Trustees have been obliged therefore to continue to risk assess all activities, sources of income and contracts. In addition, because of the significance and range of public sector funding reductions and / or service reviews ushering in many structural changes both in terms of contracting organisations and key personnel, the Trustees have felt it is essential to be frequently briefed and have accordingly been furnished with details of national strategy changes and local authority developments as the initial section in each Chief Executive's Report. This provides context both for strategic planning and early response to operational change where required. Strategic decisions of importance have been required of Trustees determining the most effective way to deliver the Mission of the Charity in such difficult circumstances. Whilst The Council of Management have been guided by prudent business strategies with adequate controls for risk reduction, the seven years between 2016-2023 presented opportunities for investment in what became a freehold asset through significant public sector capital grant assistance and dedication of the charity's own reserve to achieve accessibility for all and better green

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sustainability on-site.

Trustees intend that this investment should underpin growth in profile and in sustainable activities.

In conclusion, Trustees have ensured that all activities undertaken or facilitated by STEC are consistent with the two Charitable Objects of Advancing Learning and Relieving Poverty whilst constantly seeking new opportunities and innovative approaches for success and sustainment.

A5 Contracts

Trustees sign a Declaration of Interest at the commencement of each Council of Management Meeting. There were no contracts in which any Trustee/Director is or was materially interested either during or at the conclusion of the financial period 2022-23.

In addition, in accordance with the Memorandum and Articles of Association, there was no Trustee Remuneration during the period covered by this report.

In the preparation of this report, Trustees / Directors have taken advantage of the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

A6 Anniversary Year

On February 23 1983, STEC's Memorandum and Articles of Association were signed thus creating this charitable entity. On February 23 2023 a Community Party celebrated this anniversary at the adjoining Metalboxonians Club with a night of Memories and Music attended by former staff, learners and partners. This event sat at the heart of a year of celebration which will be reported in Section C.

Section B Our Intent (Objectives & Activities)

Speke Training & Education Centre (STEC) aims to advance learning and relieve poverty. Within these broad charitable aspirations, STEC is primarily a charity of place because the goals of this charity and the activities which pursue these goals are integral to the area which the charity serves. Speke Training and Education Centre's Objects and Mission were initiated in the early 1980s by residents of Speke who sought a response to the acute levels of unemployment experienced by local Merseyside communities at that time with particular concern over the lack of opportunity for young people in Speke and Netherley.

Section B of this Trustees' Report requires an overview of the activities which the charity has sought to undertake during the financial year 2022-2023. The composition of the Council of Management seeks to ensure that STEC should remain an active servant to the communities with the degree of self-determination to respond to changing needs of residents, households, community groups, charities and indeed small businesses. During the past forty years, the communities served by STEC have been successively afflicted by unemployment, multiple deprivation, local government austerity and most recently by the impact of Covid-19 and its variants. The Trustees have been determined that in an hour of dire need, STEC should always remain steadfast in its charitable service to its core communities (primarily Speke but also Garston and Belle Vale).

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In order to provide meaningful context to Section B and thus demonstrate value and impact of STEC's operations as set out in Section C, the Trustees have in recent years incorporated within the report a short history and description of the area in which the charity operates as it is both relevant and important to consider the socio-economic profile of Speke, thus providing important context to this report.

B1.1 The Communities we Serve - background

The establishment of the satellite township of Speke and the massive growth of population from under 400 in 1931 to 25,000 in 1961 took place within a planning context which balanced housing with employment and educational opportunity. The industrial belt adjacent to the Speke estate was called the engine room of Merseyside and incorporated representation from the automotive and pharmaceutical sectors.

Location on the urban periphery provided further diverse employment opportunities ranging from Garston Docks, to South Lancashire (particularly Cronton) Collieries to agricultural labouring opportunities. This was further consolidated by the location to the area of the Ford Motor Company. With the general perception that municipal housing was of a high standard, Speke was deemed a good place to live and to work.

This optimism was shattered in the 1970's and 1980's with the decimation of the local industrial base including closure of significant employers Dunlop and Triumph. Once the balance between employment and residence was fractured, the position of Speke as a peripheral suburb undermined the capacity of local residents to access areas of new or wider opportunities especially because the community suffered low car ownership levels. Therefore Speke's entrenched and protracted high levels of unemployment (which reached 60% in some parts of the area in the 1980's and 1990's) was responsible for causing deprivation across a broad range of indicators such as earnings/poverty, education, skills/qualifications, health, crime and housing.

When Merseyside's economy was identified as requiring European Objective One assistance because of the malaise of the sub-regional economy in 1994, Speke Garston was highlighted as the first priority regeneration area in Liverpool with the warning from Bob Lane, the Director of the Speke Garston Development Company that Regeneration would be a marathon not a sprint.

In 2004, Liverpool ward boundaries were changed and this placed Speke alongside St Mary's ward (Garston) to form a new Speke Garston ward (one of thirty wards across the city of Liverpool).

B1.2 Ward Profiles

In May 2023, the political map of Liverpool was transformed yet again with the thirty established wards being divided into sixty four new wards as part of which Speke Garston was separated into two wards namely Speke and Garston but with some boundary extensions at the north end of Garston ward.

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- In 2023, Speke remained the third most populous Liverpool electoral ward with 14,340 residents, just ahead of Belle Vale (13,653) but behind Norris Green and Kensington & Fairfield. However geographically, Belle Vale, Speke and Garston are more peripheral than Norris Green or Kensington & Fairfield so distance from certain democratic and support structures and services can impact large numbers of residents.

- The impact of Covid is evident in life expectancy although slight reductions were experienced from a zenith of 77.42 years in 2018 to 77.32 in 2019 and then 74.81 in 2020. Speke ward now shows 75.6 years, contrasting with life expectancy in a more affluent ward such as Church, where the life expectancy was 84.86 years in 2020.

- The percentage of children in poverty exceeds the Liverpool average and is above twice the national average.

- Multiple Deprivation is diminishing in respect of IMD Tables and this ward which on more than one occasion held the dubious position of comprising the most deprived areas in England and Wales, is now tenth most deprived ward in Liverpool.

- Speke now has the fifth highest Universal Credit claimant count of sixty-four new wards in Liverpool. There is a long history of unemployment exceeding city and national levels and the unemployment rate is approximately 3% above the Liverpool rate whilst youth unemployment at the same time was nearly three times the city and national levels. Universal Credit can create a statistical ambiguity between unemployment and employment as it provides a mechanism for flexible working patterns. However of the Universal Credit cohort in Speke Garston, 37.79% were in employment which sits between the Liverpool rate of 35.32% and the national rate of 39.25%. This can be viewed positively although Universal Credit per se is evidence that either through patterns of instability or wage levels, the progression from households out of poverty is likely to be slow and tortuous. Underpinning this, the workforce analysis, illustrates a low proportion (13.3%) of residents employed in professional occupations / managers (in fact the second lowest in Liverpool) whilst reciprocally there is a higher than average representation of elementary occupations (31.5%) the highest in Liverpool for this indicator. This undermines continuity or stability of employment, frequency of agency casual contracts, inter-generational poverty of aspiration and actual poverty.

- Census 2021 illustrated a changing national and city-wide demographic with 23% of the city identifying as other than White English / British. In Speke Garston there has been a trend towards increasing ethnic diversity so that 14.9% in the Census identify as non-White English / British from 9.1% in 2011 (10.1% in Belle Vale from 6.5% in 2011). In linguistic terms, the city-wide cohort of residents whose first language is not English is just under 10,000 with a quarter of these not being able to speak English well or very well. If this was applied to the new Speke ward, it indicates a potential ESOL requirement of around 500 people. However, the need for ESOL in Speke Garston was itself dramatically impacted by the arrival of two hundred Afghan Refugees housed in a local hotel following the mass-evacuation from Kabul in August 2021 and this has constituted a local need for STEC's Trustees and Management to respond to quickly between 2021 and 2023 when the closure of the bridging hotel resulted in the wider dispersal of the families..

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In conclusion, it is clear that deprivation has been protracted but it is also clear that the Speke Garston community is resilient, the population is growing and that whilst more endeavours are required for STEC to support, there is also much to take pride in.

B 2 OBJECTS OF THE CHARITY

The Objects of Speke Training & Education Centre (STEC) are set out in Section 3 of the Memorandum of Association.

The Objects of Speke Training & Education Centre commit the charity:

- To advance education and relieve need (poverty) amongst young and other unemployed persons resident in the defined area, through the provision of training facilities, the promotion of employment opportunities and the development of vocational skills.
- To support any related charitable purpose directed to the benefit of people affected by unemployment, the advancement of learning, relief of poverty and the improvement of the environment.
- To assist, through training education and promotion of employment opportunities, the development of beneficiaries as positive members of their communities and good citizens.
- To contribute through training, empowerment and provision of resources to the regeneration of Merseyside in general and Speke Garston in particular.

The Trustees attach due regard and importance to the guidance published by the Charity Commission on Public Benefit and enshrine this guidance at the heart of all strategic planning and operational activities.

However the Goals of the Charity are crystallized into two broad purposes:

Relieve Poverty and Advance Learning.

B.2.1 Relief of Poverty

Trustees aim to challenge poverty both through direct interventions (such as supporting economically inactive / unemployed or underemployed people towards or into employment or by promoting workplace advancement amongst those in employment) through hosting advice and guidance on-site for debt relief and benefits advice or through facilitating poverty-relief initiatives such as food banks and The Original Swap Shop. STEC has developed its site as a multi-activity Community Anchor Hub with over twenty diverse mixed-economy partners as tenants, service deliverers and conference customers. Trustees advocate that STEC must always be a welcoming and safe place where individuals, families, community groups and local businesses can be supported and where local capacity can be built. In doing so, the Social Enterprise model also provides for STEC's own sustainability so that whilst STEC has a social space for those services which would struggle to contribute, for most charities and businesses it is both just and equitable that they contribute to the sustainment of the mixed economy and of STEC as a buoyant charity.

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B.2.2 Advancement of Learning The intent

Trustees have embraced three themes for learning:

- Raising Employability and Compliance
- Promoting Digital Inclusion
- Improving Well-being

Trustees justify their Clarity of Purpose or Intent for STEC's Community Learning Programmes because of the high levels of disengagement, economic inactivity, unemployment, underemployment, digital deprivation and the need for programmes promoting resilience and mental well-being. As stated above these issues are exacerbated by the peripheral geography of Belle Vale, Speke and Garston Wards at the southern extremities of the city of Liverpool.

REVIEW OF ACTIVITIES

Section C

Implementation and Impact 2022-23

C1 Relief of Poverty

Trustees recognise that poverty has many manifestations not only defined as relative / absolute poverty. Whilst 2022-23 was dominated by acute anxiety about the three Fs (Financial, Fuel and Food) and poverty, nonetheless, many residents had to cope with other forms of deprivation such as health inequalities, learning disabilities / sensory deprivation or factors generally undermining their quality of life such as social isolation, digital deprivation and above all, poverty of aspiration. Trustees have been obliged to ensure stability for STEC and at the same time provide continuity of community support services on-site. During the lockdown and its aftermath simply being there to serve and support people and being open for business was one of the most significant contributions that any charity could make especially when many organisations were accused of being absent or aloof from the lives of those they were established to serve and support.

C1.1 STEC's Social Space

The following charitable and community partners were supported by Trustees to impact the charitable aspiration of Poverty Relief;

i) Liverpool Talking Newspaper

This charity, based at STEC since 2002, was in its fortieth year when lockdown struck and was denied an anniversary celebration in September 2020. The Trustees and Volunteers recognised that many beneficiaries living with visual impairments were suffering isolation already which would be exacerbated if the Talking Newspaper ceased. They took the decision that when safe to operate from STEC, they would resume the delivery of services. Whilst the format changed, including musical recitals and local history lectures, the impact was extremely positive amongst over two hundred beneficiary listeners. The courage and endeavours of the Liverpool Talking Newspaper were recognised on 8th September 2021 by the presentation by the Lord Lieutenant of Merseyside on behalf of the late Queen Elizabeth II of the Queens Award for Voluntary Service. This is the highest award which any charity can achieve and has been a source of satisfaction and pride not only to STEC Trustees but also to the wider Speke Community. STEC and another tenant donated the space for the recording studio and administration centre and provided wider capacity-building support.

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ii) The Original Swap Shop

This project entered its ninth year as life began to return to normality post-covid.. However, many charity shops remained closed to the public at a time when they were most needed by both donors and beneficiaries. The Original Swap Shop volunteer team returned to STEC to provide a safe and managed service both for the receipt of donations including baby items such as cots, cribs, Moses baskets, adult clothing and household items. The service has stabilised to one opening every Friday and throughout 2022-23 over 1,000 individual donations were received with more than a thousand beneficiary collections. STEC provided the outlet space and a number of areas for storage. This has more recently been recognised in the Liverpool Echo and The Guide publication..

iii) ASC Inclusion CIC

This support organisation for families living with autism through Lego therapy was impacted by lockdown. Remote delivery was possible through delivery of Lego kits to beneficiary households. However, in the main, the CIC gained benefit from STEC's Social Space through the donation of a secure storage room for the expensive Lego equipment and a delivery space. Sadly dormant in 2022-23, STEC is providing time and space for the CIC directors to consider the future of the service without pressure of eviction.

iv) The Harris Club

Speke's oldest charity established by Harry Harris in 1969 to support Disabled Adults in the Community, the impact of the Covid lockdown caused a secondary casualty insofar as Speke Community Centre in Parklands closed completely excluding the various user groups. STEC's Social Space has enabled the charity to survive. The Harris Club accessed STEC's Social Space initially for its monthly Monday Committee meetings and then for its socials every Friday evening 7pm to 10pm. This supports constructive recreation and reduces isolation for twenty local residents with disabilities. It is worth acknowledging that had the STEC Trustees not embraced the principle of Access For All (epitomised by the installation of a lift), the accommodation of the Harris Club at STEC with all of its social value contribution to the quality of lives of local residents would never have been possible.

v) Speke Community Centre CIO

The impact of the lockdown and the lock out from Speke's Community Centre necessitated the establishment of a new organisation to support older residents of Speke. In June 2020, STEC supported a group of local residents to establish Speke Community Centre CIO, a Foundation Charitable Incorporated Organisation with the purposes of reducing isolation and health inequalities in Speke. STEC provided administrative space and support, a registered office facility, technical support and capacity-building including fund-raising and for a time as required a conference facility for weekly socials and luncheon club. During 2022-23, this has provided a local grants regime to challenge isolation and reduce health inequalities supporting older residents nostalgia events, cultural celebrations and excursions. Some support was provided for a local Veterans Project and local Keep Warm facilities in churches.

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vi) Attitude Performing Arts Group

With no access to a rehearsal space Attitude Drama Club was in danger of not being able to continue. They accessed STEC's Social Space every Saturday afternoon which made not only rehearsals possible but also performances at Valley Theatre in Belle Vale, the Unity Theatre and the Epstein Theatre where they won an award. This supported over twenty local young residents in constructive recreation and confidence building.

vii) Come Alive at 55 STEC provided a registered office and virtual tenancy

viii) Employability Solutions provided alternative education for children and young persons facing additional significant barriers to labour market success

ix) South Liverpool Youth Hub provided intensive engagement and support for South Liverpool young people emerging from the disruption of Covid lockdowns. The South Liverpool Youth Hub was commissioned to engage 100 young people. In the first year they engaged 110. They were set the target of achieving 30 job outcomes but achieved 52 in Year One and 35 in Year Two.

x) The Orchard Foodbank. During the year 2022-23, increasing endeavours were required of the Orchard Trustees to directly fund and provide food as reliance on the established supplies became erratic. It was therefore decided to move the Orchard into The Social Space to support its sustainment of service.

C.1.2 Relationship and Impact between Advancement of Learning and Relief of Poverty

Section C2 describes in detail how STEC's main activities can reduce poverty. There are certain themes, activities and outcomes which will make a direct difference as follows – these transcend all three STEC Learning Themes

- Employment Outcomes
- Qualifications
- Recruitment initiatives (Skills Passports)
- Linkage to Volunteering opportunities
- Progression to higher level courses
- Digital Skills
- Improved Confidence
- Better Employability

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- Improved Language (ESOL), maths and English
- Improved attitude to learning and work
- Better capacity for family support
- Being more active within the community

C.1.3 Community-Supporting Tenants at STEC

The following tenants (following a standard business model) provided community services which have made impacts upon improving the quality of the lives of local residents and challenging various manifestations of poverty:

- European Playworkers Association located their UK Office at STEC (complementing their European Office in Hamburg) as a base to arrange educational exchanges and transnational themed conferences
- Franchising Works provided free advice, guidance and training on self-employment to local residents
- Love Light CIC provided workshops on Well-being
- Amanda's Day Service / Home from Home CIC offered social care and recreational activities for older adults
- Talent Match is a project managed by Merseyside Youth Association based at STEC for South Liverpool and this provided an Intensive Mentoring Service for young people excluded from the labour market

Liverpool Street Scene Limited Provided Highways Maintenance

C.1.4 Community Services Offered from STEC

- Riverside Floating Support Service

Twice each week, (Mondays and Fridays) specialists have provided free advice on housing, eviction prevention, benefits, debt, fuel poverty and a range of problem-solving services.

Whilst delivered by Riverside Housing the service is funded by Liverpool City Council and is open to all.

- Liverpool In Work / Ways To Work (Three times each week)

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This service focuses upon employability and removal of barriers to progression.

Councillor Surgeries resumed for the first Friday each month (Councillor Mary Rasmussen) of Speke Ward

These strands of support in terms of advice and guidance are as important as the other projects because (as with learning) they offer longer-term routes out of poverty rather than the immediate alleviation offered by foodbanks and Swap Shop.

C2 The Advancement of Learning

During 2022-23, the varied restrictions and constraints arising from Covid-19 were finally removed. The restoration of face to face delivery was effected across all curriculum areas by the start of the academic year 2022-23. In a situation, where many of STEC's traditional learners especially those requiring digital skills were not comfortable with remote learning, there was palpable relief that isolation could be challenged in the traditional and trusted fashion through classroom delivery either at STEC or in a range of safe and accessible community venues. Nonetheless the advancement and delivery of learning was not the same as before the Covid lockdowns because the complete and protracted interruption of life and work routines increased anxiety, undermined reliability and in many cases rendered non-traditional learners less receptive to learning with lower levels of intellectual athleticism such as study skills, memory techniques etc. Finally in many cases, learners were in poorer physical health with the impact this had upon attendance. Without a doubt, the events of 2020-2022 had created new adversities for engagers into education and for tutors with diverse legacies to overcome.

The Trustees of STEC formally record their gratitude for the support and encouragement of the following contracting bodies for their understanding of these evolving challenges as contractors attempted to fulfil works under these new realities.

- Liverpool City Region Combined Authority
- Liverpool City Council Adult Learning Service
- National Lottery Community Fund
- European Social Fund
- VOLA / Sefton CVS
- Workers Educational Association
- The Good Things Foundation

C.2.1 Liverpool Adult Learning Service - Community Learning Programmes

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The STEC Community Learning offer 2022-23 comprised two spatial projects which delivered STEC's three themes (Employability, Digital Inclusion and Health & Wellbeing). The two projects were:

Community Learning for Speke Garston (Target and Achieved 270 learners)

Community Learning for Belle Vale (Target and Achieved 170 learners)

The total target was thus 440 new adult learners

Partnership.

These two projects embraced the challenge of flying the flag to resume the post-Covid advancement of education and naturally looked to the historic community networks which had supported successful engagement and delivery in previous years. Engagement is a challenge especially in the two most deprived wards of the South Liverpool suburbs so Partnerships were critical to the STEC model of delivery for engagement and widening participation within these two wards. Quality, Credibility, Reputation and Community Trust with such partners and with learners were of equal importance.

STEC Trustees extend enduring camaraderie and gratitude to the following partners who made successful community learning a reality through their support for STEC and active delivery of partnership activities during the academic year 2022-23 :

Speke Garston Ward Partnerships

STEC's main partner in Speke Garston has been South Liverpool Homes and The Reach in Parklands Library. Collaboration involved i) Hosting all Social Care Programmes ii) Monthly Skills Passports for Speke Garston residents iii) Thursday Digital Surgeries for SLH tenants iv) Donation by STEC within the SIF Programme of Interactive Guidance Equipment.

Five Children And Families Trust ; Garston Children's Centre ;St Aidans and All Saints The Place To Be ; Noah's Ark, Speke; We Are With You (formerly Addaction); Garston Jobcentre; Stockton Wood CP Primary School and latterly Speke Parents Group; St Ambrose RC Primary School; Middlefield Primary School; Speke Adventure Playground; Gemini Boxing Club; Employability Solutions, Garston; Speke House (Launchpad Veterans Accommodation & Support) ; Abbey Care Domiciliary Services, Speke; Ranelagh House; Garston Air Unlimited, Speke and Otterspool Adventures

Belle Vale Ward Partnerships

Netherley Youth & Community Initiative; Belle Vale Forum; SCCYP / St Cyril's Club; Belle Vale Children's Centre; Woodlands Community Centre; Dolan Court.

Our Lady of the Assumption Parish and School; Happy House Day Nursery; Gateacre Comprehensive School; ACE; Manwell; St Mark's Parish.

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St Gregory's RC Primary School; Belle Vale Jobcentre; Lee Valley Millennium Centre; Valley Hub; Lee Valley Pensioners; Joseph Williams Mews (Riverside Housing Association); Garden Lodge Care Home; Company Matters 4 U.

Thematic Partnerships

Tom Harrison House (Veterans); The Bridge (Veterans); Transforming Choice (Recovery); Homebaked CIC; Kitty's Laundry;

Friends of Williamson Tunnels

- Pagoda Arts Centre

C.2.2 Community Learning offers Intent, Implementation and Impact

The awarded contract required engagement and recruitment of 270 adult learners for Speke Garston and 170 for Belle Vale which totals 440 learners. The ward residential minimum threshold was 70%. Despite procurement commencing in July 2022, the contract award was delayed starting in late November 2022, This was earlier than in the previous year when commencement was delayed by over a term but it created difficulties in engagement into learning during preparations for Christmas and financially in respect of full-time staff creates a deficit at project start which must then frenetically be caught up with three terms delivered in the duration of two terms Despite such conditions under the pressures of Ofsted Preparation the contracts were successfully fulfilled.

The second challenge was the need to respond to learner demands post-Covid. Without a doubt learner perceptions on life had been altered with a distinct shift from jobs to courses promoting wellness. In addition, STEC recognised our special responsibilities to the Afghan Refugee Families accommodated at a local Bridging Hotel Trustees were crystal clear that STEC needed to respond to social and educational needs of our newest arrivals and ensure they felt welcome. Two new curriculum options were delivered Preparing for Life in the UK and Bringing Language to Life (ESOL)

Curriculum Distribution

Course Intent %

Skills Passports Employability 29% (significantly reduced from 61% in prior years)

Life in the UK Employability 3% New Option

Mindfulness Wellbeing 24% (doubled from previous year)

ESOL Employability 6% New Option

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Drive To Work (Driving Theory) Employability 14%

Creative Writing Wellbeing 2% New Option

Social Care Employability 0% (dramatic reduction - social care crisis)

Dance Wellbeing 3%

Women's Woodwork Wellbeing 7% (nearly double previous year)

Glass Engraving Wellbeing 4% New Option

Pyrography Wellbeing 5% (increased demand by 2%)

ICT Digital 3% New Option on this Contract

Thematically, STEC's Learning Theme of Digital Skills was delivered on a complementary basis through the ESF / National Lottery Building Better Opportunities Programme. (see 5.1 below).

In 2021-22 under Community Learning the Employability Intent accounted for 78% learners and Well-being 22%. In 2022-23, Employability Intent accounted for 52% learners and Wellbeing had increased through a diversity of innovative and diversionary opportunities to 45% of learners with Digital Skills as progressions from BBO accounting for 3%. Indeed, during the academic year STEC celebrated its fortieth anniversary and at that point (February 2023) the thematic Intent of Wellbeing had significantly overtaken Employability as the course of choice for most learners. Although the job-related courses rallied and resurged in summer 2023, the fact that a majority of learners were turning to STEC for reasons of health and well-being was a first in the forty years of charitable service in education by STEC.

In terms of Impact, the following outcomes were achieved:

Employment (Full-time / Part-Time / Job Transition and Self-Employed) 20% Volunteering in local charities 54% Other Courses 25%. Some learners may have more than one progression such as a job with learning or volunteering with learning. In the main, learning progressions were arranged with Liverpool Adult Learning Service and Workers Educational Association (WEA) – indeed STEC was designated WEA's Outstanding National Partner in 2019-20. Most of the programmes were non-accredited with awarding body data not applicable but the main exceptions were Skills Passport comprising accredited short courses with Royal Society for Public Health with the success rate ranging from 98.1% - 100%. Top Green Status was also afforded to STEC by British Computer Society (BCS) with 100% attainment for EDSQ and Quality Assurance standards praised.

In terms of Equality Outcomes we set targets for: BAME of 10% and achieved 21% / Disability of 25% and achieved 48% / Male learners (under represented in Liverpool) of 30% and achieved 24% indicating room to improve on engagement of male learners.

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TRUSTEES' REPORT

C.2.3 Response to the needs of Afghan Community accommodated in local hotel

In August 2021, a hotel in Speke was utilised for refugee Afghan families who were in the service of the UK Military in Kabul. This presented STEC with a range of new needs to provide assistance. This included in the first year (2021-22) a) Swap Shop Support for warm clothes and toys for children etc b) Use of Kickstart Scheme to employ four liaison workers c) Dedicated Skills Passport Provision and Driving Theory Courses d) Establishment of ESOL Courses with WEA and ALS at STEC e) Support for cultural events such as Naw Ruz (New Year celebrations) building upon the endeavours of local activist Rozanne McCoy and chef Paul Askew f) Capacity-building support for a new charity to support future community sustainment, education and positive citizenship called FACE . During 2022-23, STEC maintained the above but broadened our direct offer by introducing Preparation for Life in the UK (targeting those with more developed language skills) and Bringing Language to Life – ESOL Survival Skills. The latter was introduced as a prelude to the closure of the Bridging Hotel in August 2023, was designed through a piece of Community Development Work in the hotel utilising two Afghan graduates from a Community Interpretation Level 2 Programme delivered at STEC by Liverpool Adult Learning Service). The conclusion of the Preparation for Life in the UK was a guest lecture delivered by STEC tenant Rt Hon Maria Eagle MP on her role and life as an MP and a Privy Councillor. Trustees are satisfied that in the hour of need of Speke's newest residents the charity endeavoured to the best of our abilities and did not let this community down as evidenced by the healthy Afghan attendance at the STEC 40th Birthday Party at Metalboxonians Club on February 25th 2023.

C.2.4 STEC has delivered on a complementary basis with the WEA which is STEC's main partner for ESOL delivery and main customer for classroom hire. STEC was the WEA's Outstanding National Partner 2019-20 by virtue of the engagement role STEC has played for and with WEA. The Trustees specifically wish to extend their gratitude to the WEA for the initiation of a series of Comfort and Concern Meetings throughout the lockdowns and tiers designed to support survival and sustainability of partners. Their sense of true partnership is recognised and valued at STEC.

C.2.5 Building Better Opportunities Include -IT Mersey

C.2.5.1 Intent

Include-IT Mersey was launched in 2017 and renewed with two year funding from The National Lottery and European Social Fund from July 2019 to July 2021 when it was further renewed to run until 31st March 2023. The lead for the project is Sefton CVS but special recognition in terms of initiation, development and continuing cohesion amongst partners must be afforded to the Voluntary Organisations Learning Association (VOLA). The VOLA Consortium is a third sector enabler which facilitates participation at a City Region Macro level within a consortium of localised community organisations. VOLA has a record of achieving great results and has earned a trusted relationship with Liverpool City Region Combined Authority. 2022-23 was however a year of change and challenge not only because of the conclusion of Lottery and ESF funding on 31st March 2023 but also because the Department for Communities, Local Government and Levelling Up had created a twelve month hiatus so that the third Investment Priority on People and Skills designed to provide continuation for these ESF projects could not access funding until April 2024. Fortunately Liverpool City Region took over the responsibility for funding a project called Include-IT Mersey (not Building Better Opportunities) with a 40% planned and managed reduction. The Intent was much more explicitly around Digital Inclusion than Employment and therefore this opened up the project to Economically Inactive Residents (critically including Silver Surfers – retired residents). The main points to note in strategic terms were: i) ESF / National Lottery supported the project from August 22 to March 23 ii) The Project was then funded from April 23 to August 23 by UK Shared Prosperity Fund via Liverpool City region Combined Authority iii) The new project was smaller and had different eligibility criteria

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

C2.5.2 Implementation

The delivery and implementation for Building Better Opportunities up to March 2023 and Include IT-Mersey under UKSPF remained the same because it was proven as a model for digital learning. Based upon STEC's South Liverpool Digital Inclusion Strategy - We are where you are - it comprised the following elements: i) 81 hours intensive guided learning and practice ii) Learn My Way plus enrichment (based upon personal priorities) iii) Digital Jobsearch iv) Access to progression to EDSQ where appropriate v) Drop-in Sessions for reinforcement and to practise application of digital skills vi) Designation of outreach locations in the community vii) Delivery in outreach locations – non-traditional learning venues such as community halls and tenant centres viii) Leverage of digital equipment into such community venues ix) Development of staff and volunteers in venues to become informal digital champions x) Linkage of new venues to City Region and National Digital Networks for their sustainability.

C.2.5.3 Impact

On March 10th 2023, VOLA organised a celebration of the six years of Building Better Opportunities to highlight the impact this project had made. Showcased at the Merseyside Maritime Museum an independent evaluation report was presented as follows:

Over the life of the programme 2084 learners were engaged with 232 progressing into employment, 493 into Further Education, 259 economically inactive residents commencing jobsearch and 224 volunteers recruited.

59% of the cohort were aged 50 and over; 43% had disabilities or health conditions ; 11% were from diverse ethnic backgrounds; 54% lacked basic skills; 73% were from a jobless household; 83% had multiple and often complex barriers to inclusion. In impact terms 87% feel more able to access local services online; 82% feel able to connect to people online; 63% have improved motivation and 72% have improved confidence. The Digital Champion arm produced 25 employment outcomes, 86% of Digital Champions felt they gained new skills and 81% showed improvement in confidence. The celebration featured STEC through Digital Champions and three learners' journeys.

C3 Community Support (Social Enterprise)

STEC Tenants (not STEC Social Space)

The Tenant, their Activity and Sector:

Amanda's Day Service - Social Care - CIC

CK Equine - Equestrian Equipment - Micro

Decelle Services Micro business

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EPA - Youth Exchanges (Council of Europe) - Charity

Fireside Training - Fire Safety - Micro

Franchising Work - Enterprise Support - Not for Profit Organisation

IPC - Pest Control - SME

Liverpool Street Scene - Highways Maintenance - Not for Profit

Love & Light - Mindfulness - CIC

Maria Eagle MP - Politics - Public Sector

Maestro Music Academy - Music School - SME

Nails by Christine - Nails Studio - Micro

Orchard Foodbank Charity moved into Social Space in May 2023

Quantum Global - Renewable Energy - SME

Strategic Ridge Micro

Talent Match / MYA - Youth Support - Charity

Thermal Mapping & Validation - Pharmaceuticals - Micro

Woodspeen Apprenticeship Provider

Inside Connections CIC

C3.2 STEC also hired conference and training rooms to the following organisations:

- Liverpool City Council Children's Services
- Liverpool City Region Combined Authority
- Greater Merseyside Learning Providers Federation
- Advanced Solutions
- Workers' Educational Association (WEA)

C3.3 Payroll Services for Charities and Community Groups

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TRUSTEES' REPORT

Payroll administration support was provided to the following organisations:

- Riverside Credit Union until April 23
- The Minibus Agency
- ARCH
- Speke Children's Environmental Committee (Speke Adventure Playground)

C 4 COMMUNITY SUPPORT ACTIVITIES

C4.1 Community Partnerships

During the period August 2022 - July 2023 STEC actively supported partner organisations in community regeneration work. On one level, this involved working at Board Level or Advisory Committee thus providing strategic support and in other contexts working collaboratively on an operational basis.

This support has taken place both in respect of charitable organisations such as Five Children and Families Trust, Voluntary Organisations Learning Association (VOLA) and Netherley Youth & Community Initiative. On other levels, STEC worked with South Liverpool Homes to bring community and other organisations together to implement the South Liverpool Homes Reach facility in Parklands Library.

STEC maintained a very special relationship with Workers Educational Association (WEA) supporting the work of the North West Regional Committee.

STEC worked closely with Riverside Housing Floating Support Service, Liverpool In Work, Ways To Work and Households Into Work Programme.

Partnerships are valued by STEC as being of primary importance in positioning the STEC resource as a central community facility and promoting a range of outcomes for local people whilst supporting the sustainability of the local third sector within which STEC continued to play an important role. Reciprocally however, given the challenge of engagement targets, the local partnerships provide a mechanism for reaching new learners via community conduits.

C.4.2 Capacity-Building for the South Liverpool Voluntary Sector

With a low uptake of Speke-based charities applying for National Lottery Funding, STEC organised a Surgery Day for National Lottery Advisers on 4th April 2023. This was really successful and 18 separate organisations attended for around 45 minutes sessions. From this at least two major local awards have been made.

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TRUSTEES' REPORT

STEC has also provided training initiatives for the local voluntary sector focussing upon:

- Free Compliance Training in Health & Safety, First Aid, Food Safety for community groups
- Fire Safety Assessment and Training
- Bi-Annual Prevent Duty Workshops in partnership with Liverpool City Council Prevent Education Team
- GDPR Compliance Workshops
- Support for local refugees (Syrian groups, Kurdish and Afghan families)
- Development of a CIO called FACE (Forum for Afghan Community Empowerment) ongoing

C5 Investment in STEC Unit House - the Frances Hunt Speke Community Memorial Garden

Having invested one million pounds on the main building, Unit House, from funds generated by the sale of Booth House to TJ Morris in 2016 followed by a SIF Grant from Liverpool City Region Combined Authority which transformed the accessibility and green credentials, STEC celebrated the 40th Anniversary Year by developing the rear of the site into the Frances Hunt Speke Community Memorial Garden. This was precipitated by the loss of STEC's former Chair, Frances Hunt through Covid-19 in 2021. Applications to Veolia Environmental Trust developed in 2021 and approved in 2022, secured £35,000 funds towards establishing a commemoration of all charitable workers serving the Speke Community during STEC's period of forty years of service. A range of other donations (e.g. Rotters Community Composting) supported this place of peace and reflection. There are war memorials and faith memorials but we feel our new jewel in the crown is quite unique in celebrating charitable endeavours of so many in one specific community with around thirty separate charities and community groups listed on our commemorative living wall. To render full accessibility a donation of land was made in November 2022 by TJ Morris (Home Bargains) to STEC extending the charity's freehold. This land once formed part of STEC's leasehold but was sold to TJ Morris in 2016. However it was somewhat anomalous with its surroundings and was much more congruous to the provision of a wheelchair accessible path into the garden from the highway. Our gratitude is extended to TJ Morris, Veolia Environmental Trust, Community Landfill Trust, Rotters Community Composting and some anonymous donors. The visit of Andrew Brown of Veolia Environmental Trust in November 2022 heralded STEC's Year of Celebration for the 40th Anniversary and during this year the garden was developed with SSAFA the Armed Forces Charity and with young people from Employability Solutions creating a refuge of peace and reflection for learners, tenants, beneficiaries and members of the local community.

PRINCIPAL FUNDING SOURCES

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

D1 Alignment of Principal Funding Sources of STEC to the Charitable Objects

During the period 2022 - 2023, STEC entered into, or delivered contracts with a number of organisations whose objects were demonstrably congruous with STEC's Mission. Income earned from these contracts was expended as per the Charity's Objects and the Mission Statement. These contracts are detailed below and are connected to the aspect of the Charity's activities as set out in the Mission Statement and Section B above on Objectives and Activities:

D1.1 Liverpool City Council Adult Learning Service

This programme provides STEC with the means to engage a diverse cohort of local citizens and enables STEC to promote its three themes of learning – Employability, Digital Inclusion and Well-being. In short, this is the major source for STEC to achieve its charitable goal of advancing learning

The Community Learning Programme reflects the City of Liverpool priorities which focus upon employment and employability within the strategic Liverpool City Plan. Well-being of residents features too and Digital Inclusion is a Liverpool City Region Combined Authority Priority. Through this funded activity, STEC can advance education and relieve poverty.

D1.2 Sefton Council for Voluntary Service - STEC actively supports the Voluntary Organisations Learning Association (VOLA) and has participated in the Building Better Opportunities Project Include-IT Mersey because of the boost this can offer the STEC Intent of Promoting Digital Inclusion. The new UK SPF Include -IT Mersey is opening opportunities for older learners who are digitally excluded and may face a multiplicity of barriers to progression. Effectively STEC is the (outer) South Liverpool delivery partner for SCVS in this project which aligns very closely with STEC's objectives of relieving digital poverty through education.

D1.3 All funded activities including social enterprise income generated from premises, were aligned to the charitable goals of Speke Training & Education Centre.

FINANCIAL REVIEW

D5 Financial Position of STEC: August 2022 - July 2023

In the year ended 31 July 2023, total incoming resources available for charitable application were £384,411 (£355,417 in 2022). Total outgoing resources were £386,742 (£396,933 in 2022).

The charity had net expenditure of £2,827 (£7,322 in 2022) on the unrestricted fund. The movement on the restricted fund was net surplus of £496 (2022 expenditure of £34,194).

The reserves at 31 July 2023 are £563,910 (£566,737 2022) unrestricted and £876,489 (£875,993 2022) restricted.

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

FUTURE PLANS

E1 Four Decades of Charitable Service.

On 25th February 2023, STEC staged a Community Celebration Evening to mark the anniversary of the signing of the Memorandum and Articles of Association on 25th February 1983 with Wilfred Johnstone as a Founder Trustee in attendance. Sadly this outstanding beacon of charitable service has passed away just ahead of submission of these accounts denoting an end of an era. However the STEC which now exists is a vibrant Community and Business Hub. The Trustees own the freehold of a real local landmark of which to be proud. A range of events celebrated our Anniversary Year with a visit by the High Sheriff of Merseyside, a feature in the Liverpool Echo, a number of features on BBC Radio Merseyside and a visit by former World Champion boxer John Conteh. The opening of the Frances Hunt Speke Community Memorial Garden by Lord Mayor of Liverpool, Councillor Mary Rasmussen and by Rt Hon Maria Eagle MP constituted the highlight of our Anniversary Year. Two Post year end site developments have been effected. The development of a Small business unit on-site celebrating the success of former local (Belle Vale) resident Sir Terry Leahy will be fully launched in 2024. The second further developed the wellbeing theme with the conversion of the former Liverpool Street Scene depot into the Rise Up CIC Wellbeing Hub comprising a range of delivered holistic therapy services and a Yoga Studio was opened by John Conteh . These developments set the scene for the next phase..

E2 STEC is a transformed charity asset with modern training facilities. However Trustees are mindful that further improvements will be needed at some point in the short to medium term to address the essential works which could not be afforded during the past seven years.

The Council of Management continues to prioritise growth and sustainability. This is not easy to accomplish but there are four complementary strategies at work. The first is to recognise the diverse activities which STEC fulfils in both poverty relief and local capacity-building and secure the dedication of funding to make this both sustainable and sustaining. STEC has not sufficiently sought assistance from Trusts or Charitable Funders nor from private sector donations but this must now be a priority. The second is to diversify the advancement of learning offer through new income streams and new training projects which stretch the existing curriculum offer into new subject areas and new funded provisions.

The third purely and simply is to maximise the return on the premises. Space on-site must produce a return whether this be market return or social value. We have created a vibrant community on-site a mixed economy with the opportunity available to Trustees to achieve autonomy and to have some influence over the future development and destiny of the charity into its fifth decade of service. The fourth and final strategy is about continuity and evolution. The success in sustaining STEC has sustained a team which has been together for up to thirty six years. Trustees are mindful of the need to plan for future structures and roles to enable the charity to realise its potential for forty more years and will dedicate increasing time and effort into consultation and planning to enable and empower this charity to support our communities and to impact in a positive way the lives of those for whom we exist to serve.

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

SHARE CAPITAL

The company is limited by guarantee and as such does not have a share capital.

FIXED ASSETS

Details of the movements in fixed assets are shown in the notes to the accounts.

POLITICAL CONTRIBUTIONS AND CHARITABLE DONATIONS

No political or charitable donations were made during this year.

TRUSTEES AND DIRECTORS

The names of the trustees/directors who held office during the year are shown on page 2. No remuneration was paid to any director for their services as a director.

In accordance with the memorandum and articles of association the following directors retire by rotation and being eligible offer themselves for re-election:

- Stuart St V Fitzgerald
- Rev Philip Saltmarsh
- Rev Gareth Morgan

Additionally since the last AGM and to the point of approval of the accounts, no new directors/trustees have been appointed to require re-election at the forthcoming AGM in accordance with the constitution.

RESERVES POLICY

The Board plan for activities to make a positive contribution to overheads. The Board aims to establish and maintain its level of reserves in order to guard against contingencies, provide for future maintenance and replacement of assets and resources and to establish a self-sustaining organisation able to manage through any change in training programmes. It was agreed that with transitions in the contractual environment, working capital would be required from these reserves and the Charity has designated £65,000 for development and transitions in short term business plans. The current level of unrestricted funds of £563,910 comprises £65,000 designated funds £136,405 general free reserves (funds not tied up in fixed assets or designated funds) and £362,505 general unrestricted funds tied up in fixed assets. The level of Free reserves is reviewed and evaluated annually, to ensure its currency and relevance to the needs of the Charity. The free reserves are required for financial stability during future capital development and future capital development will involve investment from reserves.

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

DAY TO DAY RISK ASSESSMENT

The Board confirm that the day-to-day controls are designed to mitigate the identified risks faced by the charity

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors / trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the net incoming or outgoing resources of the charity for that period.

In preparing the financial statements, the trustees are required to:-

- Select suitable accounting policies, and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- Observe the methods and principles of the charities SORP

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

CONTRACTS

There were no contracts of significance in which a director/trustee is or was materially interested either during or at the end of the financial year

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

INDEPENDENT EXAMINER

A resolution will be proposed at the Annual General Meeting to re-appoint Julie Guinan of Harvey Guinan LLP as Independent Examiner for the ensuing year.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 24/04/2024



S St. V. Fitzgerald
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SPEKE TRAINING AND EDUCATION CENTRE LIMITED

I report on the accounts of the company for the year ended 31/07/2023 .

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).

INDEPENDENT EXAMINERS STATEMENT

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

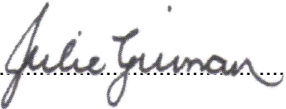
I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2023

..... Independent Examiner Julie Guinan FCCA

Date: 24/04/2024

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH
0151 709 7797

Speke Training and Education Centre Limited

**Statement of Financial Activities
for the year ended 31/07/2023**

	Unrestricted funds	Restricted funds	2023 Total	2022 Total
	£	£	£	£
Income				
Income from generated funds				
Income from Investments	11	-	11	5
Income from charitable activities	286,517	97,883	384,400	355,412
Total Income	286,528	97,883	384,411	355,417
Expenses				
Costs of generating funds				
Expenditure on Charitable activities	289,355	97,387	386,742	396,933
Total Expenses	289,355	97,387	386,742	396,933
Net Income	(2,827)	496	(2,331)	(41,516)
Net movement in funds:				
Net income for the year	(2,827)	496	(2,331)	(41,516)
Total funds brought forward	566,737	875,993	1,442,730	1,484,246
Net funds carried forward	563,910	876,489	1,440,399	1,442,730

This statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

Speke Training and Education Centre Limited

BALANCE SHEET AT 31/07/2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	4	1,238,698	1,245,750
Investments	5	299	303
		1,238,997	1,246,053
CURRENT ASSETS			
Debtors (amounts falling due within one year)	6	45,469	78,317
Cash at bank and in hand		269,236	264,035
		314,705	342,352
CREDITORS: Amounts falling due within one year	7	113,303	145,675
NET CURRENT ASSETS		201,402	196,677
TOTAL ASSETS LESS CURRENT LIABILITIES		1,440,399	1,442,730
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	9	498,910	501,737
Designated funds		65,000	65,000
Restricted funds	10	876,489	875,993
		1,440,399	1,442,730

For the year ending 31/07/2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board of trustees on 24/04/2024 and signed on their behalf by



.....
S St. V. Fitzgerald
Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/07/2023**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations and grants including capital grants is included in incoming resources when these are receivable except as follows: When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income the income is deferred and not included in incoming resources until the preconditions for use have been met. When donors specify that donations and grants including capital grants are for particular restricted purposes which do not amount to preconditions regarding entitlement this income is included in incoming resources of restricted funds when receivable.

Voluntary income includes discretionary grants for projects, goods and services where no service agreement or contract exists. Income from donated services and facilities is included in incoming resources at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party. Interest is included when receivable by the charity.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs These represent costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds-these are unrestricted funds of the charity which have been set aside to fund a particular purpose of the Charity.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Land And Buildings	straight line 2%
Equipment	reducing balance 15-25%

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

1i. Government Grants

Government grants are recognised in profit and loss in the year in which they are received.

1j. Investments

Fixed asset investments are shown at cost less amounts written off.

Provisions are made for permanent fluctuations in value.

1k. Leasing Commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired under finance leases are depreciated over the shorter of the lease term and their useful lives. Assets acquired under hire purchase contracts are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to profit and loss account on a straight line basis.

1l. Preparation Of The Accounts On A Going Concern Basis

At the time of preparing accounts the trustees have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore continue to operate the going concern basis of accounting in the preparation of accounts. The Trustees confirm that they have considered a period of more than 12 months from the date when the accounts are signed in assessing the going concern and business plans indicate sufficient resources are available to continue trading.

1m. Policy For Debtors

Trade and other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid after taking account of any discount due.

1n. Policy For Cash At Bank And In Hand

Cash at bank and in hand includes cash and short term liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1o. Policy For Creditors And Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in a transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement value amount after allowing for any discount due.

1p. Policy For Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Speke Training and Education Centre Limited

2. DIRECTORS AND EMPLOYEES

Particulars of employees (including directors) are shown below:

Employee costs during the year amounted to:	2023	<i>2022</i>
	£	£
Wages and salaries	151,537	203,724
Social security costs	7,375	7,921
Pension costs	6,692	7,545
	<u>165,604</u>	<u>219,190</u>

No trustee had any material interest in any contract during the year. No trustee is paid for their services as a trustee.

3. PENSION CONTRIBUTIONS

	2023	<i>2022</i>
	£	£
Pension contributions	<u>6,692</u>	<u>7,545</u>
	<u>6,692</u>	<u>7,545</u>

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost represents contributions payable by the company to the fund and amounted to £6,692 (2022: £7,545). The amount owing to the pension company at 31 July 2023 was £nil (2022: £1,339).

Speke Training and Education Centre Limited

4. TANGIBLE FIXED ASSETS

	Land And Buildings £	Fixtures and Fittings £	Equipment £	Total £
Cost				
At 01/08/2022	1,543,914	-	395,942	1,939,856
Additions	<u>17,284</u>	<u>35,700</u>	<u>-</u>	<u>52,984</u>
At 31/07/2023	<u>1,561,198</u>	<u>35,700</u>	<u>395,942</u>	<u>1,992,840</u>
Depreciation				
At 01/08/2022	385,780	-	308,326	694,106
For the year	<u>43,868</u>	<u>-</u>	<u>16,168</u>	<u>60,036</u>
At 31/07/2023	<u>429,648</u>	<u>-</u>	<u>324,494</u>	<u>754,142</u>
Net Book Amounts				
At 31/07/2023	<u>1,131,550</u>	<u>35,700</u>	<u>71,448</u>	<u>1,238,698</u>
At 31/07/2022	<u>1,158,134</u>	<u>-</u>	<u>87,616</u>	<u>1,245,750</u>

Included in land and buildings is the building known as Unit House which has been occupied by the charity and has been subject to conversion and improvement as shown in these accounts. All properties are subject to restrictive covenants imposed by the original donor. All assets are used for charitable purposes. The charity had a lease for the term of 999 years from 31 March 2003 for the land and buildings including Unit House and Booth House (now disposed of) from Speke- Garston Developments Limited. The freehold for the land was originally held by North West Development Agency, then the assets transferred to the Homes and Communities Agency and subsequently to Liverpool City Council. The trustees in 2016 have disposed of Booth House and as part of the disposal agreement Liverpool City Council awarded STEC the freehold of Unit House on 30 October 2015 replacing the 999 year lease instigated in 2003.

5. FINANCIAL ASSETS

	Shares in group companies and participating interests £	Listed Investments £	Total £
Cost			
At 01/08/2022	2	301	303
Revaluation	<u>-</u>	<u>(4)</u>	<u>(4)</u>
At 31/07/2023	<u>2</u>	<u>297</u>	<u>299</u>
Amortisation			
Net Book Amounts			
At 31/07/2023	<u>2</u>	<u>297</u>	<u>299</u>
At 31/07/2022	<u>2</u>	<u>301</u>	<u>303</u>

Speke Training and Education Centre Limited

6. DEBTORS

	2023	<i>2022</i>
	£	£
Amounts falling due within one year:		
Trade debtors	33,944	70,487
Other debtors	11,525	7,830
	<u>45,469</u>	<u>78,317</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	<i>2022</i>
	£	£
Trade creditors	50,715	43,997
Taxation and social security	2,109	1,717
Other creditors	60,479	99,961
	<u>113,303</u>	<u>145,675</u>

There is a standard mortgage debenture held in the name of the Charity incorporating a fixed and floating charge over the assets of the Charity dated 21.3.96 by the Co-operative Bank.

8. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/07/2023 there were 9 members.

Speke Training and Education Centre Limited

9. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	501,737	286,528	(289,355)	-	498,910
Designated Development Fund	65,000	-	-	-	65,000
	<u>566,737</u>	<u>286,528</u>	<u>(289,355)</u>	<u>-</u>	<u>563,910</u>

Designated Development Fund

For Development and transitions in the short term business plans and including contingent liabilities.

10. RESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
Restricted Fixed Asset Fund	870,993	-	(34,271)	-	836,722
BBO Income	-	43,044	(43,044)	-	-
Kickstart	-	7,556	(7,556)	-	-
Restricted Fixtures and Fittings Grant	5,000	-	-	-	5,000
Veolia Memorial Garden Fund	-	33,250	-	-	33,250
UK SPF - VOLA	-	14,033	(12,516)	-	1,517
	<u>875,993</u>	<u>97,883</u>	<u>(97,387)</u>	<u>-</u>	<u>876,489</u>

Restricted Fixed Asset Fund

The incoming capital resources this year are from the Liverpool City Regional Combined Authority Special Investment Fund Liverpool South Work and Wellbeing

BBO Income

Joint Initiative ESF & Lottery

Kickstart

Grant funds for 6 month jobs for young people

Restricted Fixtures and Fittings Grant

Veteran Grant for Capital funds for flooring

Veolia Memorial Garden Fund

Funds for the Creation of a Memorial Garden at STEC

UK SPF - VOLA

Funds for the delivery of Training

Speke Training and Education Centre Limited

11. TAXATION STATUS

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. Recovery is made if appropriate of tax deducted from income and from receipts under Gift Aid. The charity is not registered for Value Added Tax.

12. GENERAL INFORMATION

Speke Training & Education Centre Limited, a charitable company limited by guarantee, is incorporated and domiciled in England and Wales, and has its registered office and principal place of business at Unit House, Speke Boulevard, Liverpool, L24 9HZ.

The principal activity of the charity is the provision of education, training and regeneration.

13. NET ASSETS BY FUND

	Tangible Fixed Assets and Investment	Net Current Assets	Total
Restricted funds	876,489	-	876,489
Unrestricted Funds	362,505	201,405	563,910
	<u>1,238,994</u>	<u>201,405</u>	<u>1,440,399</u>

14. NUMBER OF EMPLOYEES

The remuneration of key management personnel was £36,927 (salary, employers NIC and Pension). There were no employees whose annual remuneration was £60,000 or more. The average monthly number of employees was:

	2022	2021
Chief Executive	1	1
Departmental Managers	2	2
Tutorial Staff/Project Co-ordinators/Assistants	1	2
Administration/Site Services	3	3
Part-time (2022 Kickstart)	1	6
	<u>8</u>	<u>14</u>

Speke Training and Education Centre Limited

15. RESOURCES EXPENDED

	2023	2022
Cost of operating the Training and Education Centre		
Salaries and Staff Costs	165,604	219,112
Beneficiary and Volunteer Costs	6,238	2,788
Adult and Community Learning Costs	62,337	44,651
Other Costs - Administration; Premises; Depreciation and Maintenance	144,210	124,023
Accounting	2,784	2,800
	-----	-----
	381,173	393,374
Governance Costs	-----	-----
Independent Examination Fee and other direct cost	5,569	3,559
	-----	-----
	386,742	396,933
	=====	=====

Speke Training and Education Centre Limited

16. INCOMING RESOURCES

	2023	2022
Restricted		
BBO Income Joint Initiative ESF & Lottery Grants	43,044	57,572
Kickstart, ILM (2020) and Training Equipment Grants	7,556	51,453
UK SPF - VOLA	14,033	-
Veolia Memorial Garden Fund	33,250	-
	-----	-----
	97,883	109,025
	=====	=====
Unrestricted		
Training Sales and Services	12,331	13,449
Adult and Community Learning	158,400	125,400
Tenancy Sales and Services	100,659	94,690
Small Grants and Donations	10,971	159
WEA for training	4,156	9,566
CJRS Grant	-	3,123
Dividends	11	5
	-----	-----
	-	-
	286,528	246,392
	=====	=====
	384,411	355,417